

Effective 1 October 1979, the CIA established a Senior Intelligence Service. Patterned after the Senior Executive Service established for federal agencies under the Civil Service Reform Act of 1978, the SIS was set up under existing CIA statutory authority. All eligible CIA officers (super-grade, scientific pay scale, and executive pay scale levels 4 and 5) were invited to join. All but one chose to do so. The single dissenting officer cited his previously declared intention to retire in January 1980 as the basis for his decision.

The SIS system is intended to improve the effectiveness of our senior managers by recognizing and rewarding performance with stipends and awards. Other benefits include lifting annual leave accumulation limits (subject to an 80-hour "use or lose" rule), the opportunity for sabbaticals, and participation in senior officer development programs. The key elements of the system are:

- written advance work plans (signed contracts which explicitly define what is expected of each SIS member by his/her supervisor during a performance period);
- formal evaluations of the extent to which agreed-upon work objectives were accomplished during the reporting period, and
- the awarding of cash stipends and awards based upon the performance evaluations. Up to 50 percent of SIS members may receive cash awards ranging from 7 to 20 percent of basic salary. In addition, a handful of more valuable awards are available each year.

Another provision of the Civil Service Reform Act deals with Merit Pay for supervisors in the GS-13 to GS-15 grade range, providing for incentive increases to deserving officers in lieu of yearly pay adjustments and in grade increases based primarily on time in grade. Merit Pay goes into effect not later than 1 October 1981 in federal agencies covered by the Act. CIA is studying the concept and will monitor the experience of some of those agencies which must implement it. Some time in the future we will decide if Merit Pay makes sense for CIA.